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#### ABSTRACT

This report presents the results of a 1995-96 survey of U.S. colleges and universities offering doctoral, master's, and bachelor's degrees in physics and astronomy, focusing on degree production and current student enrollment. The survey found that first-year graduate student enrollments for 1996-97 declined by 2.5 percent from the previous year. Ph.D. production for 1995-96 (1,438) was down 3 percent from the high 2 years prior. Physics bachelor degree production continued to decline, with the class of 1995-96 totaling 4,156 degrees. Recently, attention has focused on master's programs in physics as a means of making physics students more marketable in the industrial work force. However, few master's programs offer such curriculum options as co-ops, internships, or interdisciplinary degrees. The 72 degree-granting astronomy departments conferred 126 doctorates and 181 bachelor's degrees on the class of 1995-96; these programs attract fewer foreign students and a larger proportion of women than their physics counterparts. The representation of minorities among physics degree recipients has not changed in recent years. At all degree levels, Hispanic and African-American students continue to be underrepresented, and Asian-Americans overrepresented. An appendix provides data on degree and enrollment trends over the last 10 years. (SW)

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January 1998

## ENROLLMENTS AND DEGREES REPORT

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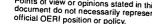
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### ENROLLMENTS AND DEGREES REPORT

#### **HIGHLIGHTS**

- First-year graduate student enrollments for 1996-97 declined by 2.5% from the previous year's total. The now six-year decline in first-year graduate student enrollments has reached 27%.
- PhD production is starting to show signs of the impending decline. The total for 1995-96 (1,438) is down three percent from the recent high two years ago. Greater and sustained declines are anticipated in coming years.
- Physics bachelor's degree production continues to decline, with the class of 1995-96 totaling 4,156 degrees. This decrease in undergraduate degree production has been the greatest at

- departments that also have physics graduate programs.
- Recently attention has focused on master's programs in physics as a means of making physics students more marketable in the industrial work force. However, surprisingly few master's programs offer such curriculum options as co-ops, internships or interdisciplinary degrees.
- The 72 degree-granting astronomy departments conferred 126 PhDs and 181 bachelor's degrees for the class of 1995-96. These programs continue to attract fewer foreign students and a larger proportion of women than their physics counterparts.

Enrollments in physics degree programs continue to shrink, a trend that has been sustained for the better part of the 1990's. Degree production at the bachelor's and master's levels has been falling for a number of years and the number of PhDs conferred, currently relatively stable, will also begin to fall sharply in the next year or two. This decline in students pursing physics degrees is partly the

result of broad economic and political changes over the last decade that have had a major impact on the job market for physicists and related scientists.

The Education and Employment Statistics Division conducts the Survey of Enrollments and Degrees each fall, contacting all degree-granting physics and astronomy departments in the US. Figures pertaining to the number of degrees conferred by a department the previous academic year as well as the current year's undergraduate and graduate enrollments make up the core questions of the survey. The aggregate data are used to extend long-standing trends pertaining to the physics and astronomy community.

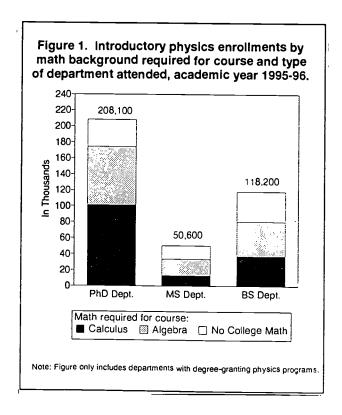
This year's survey of all degree-granting physics departments had a response rate of 99% (see **Table 1**). Estimates were developed for the non-responding departments based on information they supplied in previous years, and are reflected in the data presented in this summary.

| Table 1. Departments by highest physics degree offered, 1996-97 |                       |                       |  |  |  |  |
|---|-----------------------|-----------------------|--|--|--|--|
|   | Number<br>of<br>Depts | Percent<br>Responding |  |  |  |  |
| PhD-granting  | 184                   | 98                    |  |  |  |  |
| Master's-granting   | 77                    | 91                    |  |  |  |  |
| Bachelor's-granting   | 502                   | 100                   |  |  |  |  |
| Total   | 763                   | 99%                   |  |  |  |  |

The appendix tables of this report list recent annual degree production and enrollment totals for physics and astronomy departments. The actual school-by-school figures that form the basis for the aggregates reported here are available in two separate publications, the Roster of Physics Departments with Enrollment and Degree Data and the Roster of Astronomy Departments with Enrollment and Degree Data. These reports are available upon request at no cost.

### INTRODUCTORY ENROLLMENTS

During a period in which physics degree programs are experiencing substantial declines, enrollment in college-level introductory physics courses is very stable. During the 1995-96 academic year about 377,000 students took an introductory physics course at one of the degree-granting physics departments in the US (see Figure 1). Less than 2% of these students will declare physics as their major and about 1% will eventually receive a physics bachelor's degree. This demand for introductory instruction underscores the crucial role played by physics departments in providing service courses to the non-physics major.





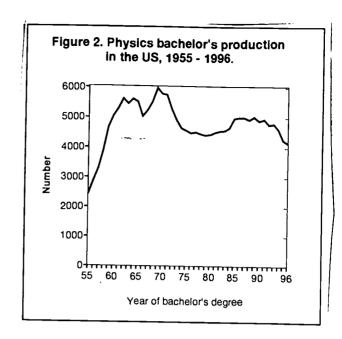
Forty percent of the students who took introductory physics enrolled in a course requiring knowledge of calculus. Another 37% of the students enrolled in a course that was taught at a level requiring some background in algebra. The remaining 23% of the introductory physics students were in courses that required no college math.

# UNDERGRADUATE ENROLLMENTS AND DEGREES

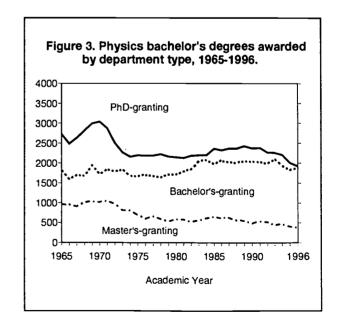
Physics bachelor's production continued to decline for the class of 1996, down 2.5% from last year and 17% from a recent high in 1989 (see Figure 2). The number of degrees conferred in the 1995-96 academic year was 4165. It has been four decades since degree production was at this level.

This seven-year decline in the number of physics bachelor's being conferred is occurring at a time when overall bachelor's degree production in the US, for all disciplines combined, has increased 16% to 1,186,000. Physics bachelor's degrees, which only comprised 0.35% of the total bachelor's degrees in the class of 1996, are not only declining in number but also in the proportion of all bachelor's degrees conferred each year.

This recent decline in undergraduate physics degrees has not been uniform across the different types of physics departments. Departments that have graduate physics programs are experiencing the greatest declines in undergraduate majors (see Figure 3). This is similar to the declining degree production



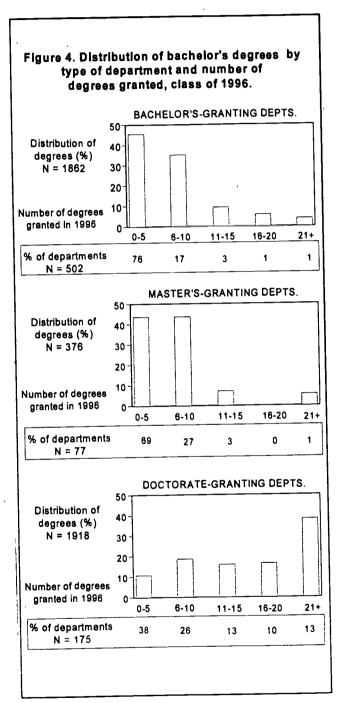
patterns of the early 1970's, when departments with doctoral programs also experienced the bulk of the declines. In both cases, the declines coincided with widespread reports of poor job prospects for graduating physicists. Figures for junior-level enrollments indicate that both the current decline and its concentration at departments with graduate programs will continue for at least two more years.





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Departments with physics doctoral programs represent less than a quarter of all departments that offer a physics bachelor's degree, but produced almost half (46%) of such degrees conferred in the class of 1996 (see Figure 4).



These doctoral departments average about 11 physics bachelor's per year, with 38% of their graduates coming from departments with class sizes of 21 or more. In contrast, departments which are only bachelor's-granting average just four degrees per department, with over three-fourths coming from departments with class sizes of five or fewer bachelor's.

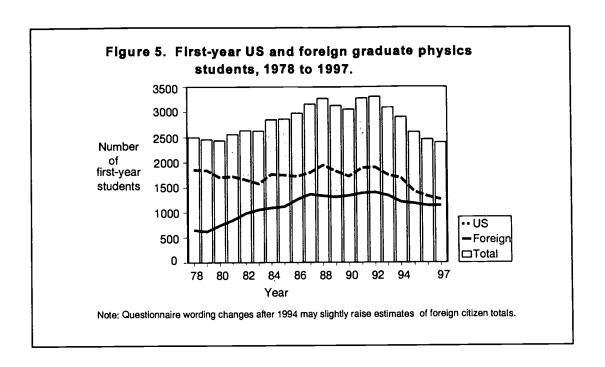
#### GRADUATE ENROLLMENTS

First-year graduate physics enrollments have declined for the fifth consecutive year. In 1997 enrollments dropped 2% from the previous year to 2404, with a cumulative decline of 27% since 1992. These declines are occurring at both the master's- and doctorate-granting departments.

Although this drop in first-year students has taken place among both the US and foreign students, the greater declines have been experienced within the US component (see Figure 5). Since 1992, the decline in the number of incoming US students has been 34%, whereas for foreign students the figure has been only 19%. Foreign citizens comprised 47% of the first-year physics enrollments in 1997, the largest proportion ever seen in this report series.

Total graduate student enrollment for the academic year 1996-97 was 11,786, declining 6% from the previous years' total, with an overall decline of 19% from the recent high five years ago. As noted earlier, these large and sustained drops in enrollments will result in significant declines in degree production in coming years.

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#### **MASTERS: DEGREES AND PROGRAMS**

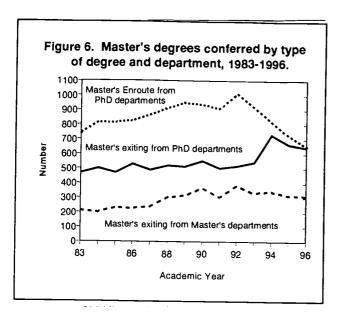
Graduate study in physics has traditionally focused most of its attention on the production of PhDs. Following a period of poor employment prospects for physics PhD recipients, and the subsequent decline in doctoral enrollments, there has been heightened interest in master's programs. In order to achieve a better understanding of these programs, this year's survey asked departments for specific details about their master's degree options and their participants. These master's degrees can be divided into three categories:

- Master's Enroute An interim degree earned at a doctoral-granting department by a student in pursuit of a PhD.
- Professional Master's earned as the intended final degree from a department that offers a specific physics master's program.
- Terminal Master's awarded to a student terminating his or her doctoral studies short of a PhD.

All told, the 184 doctoral and 77 master's departments conferred 1,614 physics master's degrees on the class of 1996. Of these, 655 Master's Enroute degrees were conferred to students continuing their doctoral studies at the same department. This represents a decline of 10% from the previous year and 35% over the past four years (see **Figure 6**). Although not all doctoral candidates receive this interim degree, this trend also underscores the impending drop in PhD production.

The distinction between the remaining two types of master's degrees is not always easily discernible. The type of program available at a particular department and student intentions both come into play. This analysis first takes into consideration each department's self-classification of its own degree options.



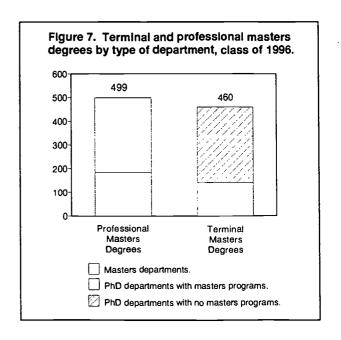


Departments which offer a doctorate in physics may or may not provide a degree option for students who aim to only go as high as a master's degree. Our survey showed that over half (58%) of the PhD departments do not offer a master's track in which an incoming student may enroll. Consequently, all exiting master's degree recipients from these departments originally enrolled in a doctoral program and so by the departments' own definition earned a Terminal Master's degree. Of course, some of these students could have actually intended from the onset to stop at the master's, but didn't make these intentions known to the department.

The remaining 42% of the doctoral-granting departments offer their entering students the option of enrolling in a Master's or a Doctoral program. These departments indicated that the students receiving Professional Master's degrees outnumbered those leaving with a Terminal Master's by about 4 to 3 in the class of 1996 (see Figure 7).

Although professional master's programs can be found at a wide variety of departments, the larger and more highly ranked PhD programs were less likely to offer a professional master's track than their smaller, less-renowned counterparts. Moreover, only 10% of the departments without a professional master's program intended to initiate one in the future, and only half of these could give a projected starting date.

In addition to some doctoral departments which offer an option to pursue a Master's degree, Master's Professional are granted departments that offer the master's as the highest physics degree and is the only degree option available to their graduates. Some of these master's recipients may choose to continue with their graduate studies by transferring to a department that offers a PhD, and indeed, some master's program curricula designed with the possibility of departmental transfer in mind. But such transferring is far from automatic, and the fact



that the end point of the initial course of study was the master's degree, requires that we classify all graduates from these master's departments as Professional Master's recipients.

Differences in gender and citizenship, though relatively small, do appear between the two types of master's degrees, with slightly more women and foreign citizens among the Terminal Master's recipients than among the Professional Master's (see **Table 2**).

Possibly a result of the poor job market for new doctoral recipients in recent years, increased attention has been paid to Professional Master's degrees as a potentially more marketable degree alternative, especially in industry. The use of internships, co-ops and interdisciplinary studies have been cited as ways to enhance the employment value of a degree recipient. As a result, departments were asked about specific degree options available through their Master's programs.

Surprisingly, only 15% of departments with the master's as their highest degree had any students participating in an internship or co-op

Table 2. Characteristics of master's degree\* recipients, class of 1995-96. Professional Terminal Master's Master's % % 79 Gender Male 85 **Female** 15 21 Citizenship US 67 63 37 Foreign 33

during the past few years. This figure was even lower (4%) for programs at PhD-granting departments (see **Table 3**). One reason for these low figures lies in the difficulty departments encounter finding industrial companies or government organizations that wish to participate in the programs. The especially low numbers at PhD departments may also derive from their greater focus on traditional academic and research endeavors rather than applied work.

| Table 3. Departments with students receiving interdisciplinary degrees or taking internship or co-ops during the past few years. |  |                             |   |  |  |
|--|--|-----------------------------|---|--|--|
|  | PhD departments<br>with professional<br>master's programs<br>% | Master's-only departments % | Total for departments with a master's program % |  |  |
| Joint degrees  | 13   | 8                           | 10  |  |  |
| Co-ops / Internships   | 4  | 15                          | 9   |  |  |

<sup>\*</sup> Data concerning master's enroute degrees are not included in this table.

Still another explanation for the small number of internships may be that many students are already working. Master's students are more likely than PhD students to be enrolled on a part-time basis and to attend classes only in the evening, and are less likely to receive university support. This is especially true at the master's-only departments where 24% of the departments indicated that the majority of their students attended classes only in the evening. In many cases this is to accommodate students who are employed full-time during the day.

The proportion of departments that had Professional Master's recipients receiving interdisciplinary degrees was also low. Only 1 in 10 departments offering a Professional Master's program had any degree recipients involved in an interdisciplinary degree. Where this did occur, engineering, computer science and mathematics were the disciplines most frequently cited. In these few departments where internships, co-ops, or joint degrees were available, it was rare that more than 20% of the students actually participated in such a program. In the end, remarkably few master's students emerge with one of these employment-enhancing entries on their resumes.

Many of the departments with active Professional Master's programs were pleased with how their programs had progressed so far. Although some degree recipients obtained permanent employment with the organizations for whom they had their co-op, departments indicated non-local industry as the leading employer of their master's program degree recipients. The work activities for these new hires included research and development as

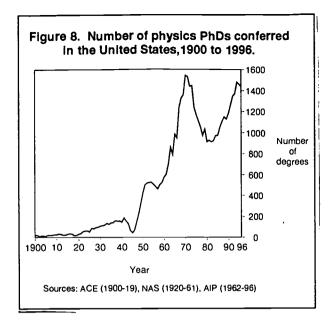
well as programming and teaching. Although Professional Master's Programs tend to be employment orientated, some departments indicated that many of their students chose to continue their education and pursue a PhD.

Finally, departments with established programs were asked whether they expected their master's program to grow over the next three years. In contrast to the earlier finding that few departments without such programs had plans to initiate one, the vast majority of both department types expected their programs to remain relatively unchanged or to grow in size. The programs at doctorate departments were more optimistic, with 41% expecting their programs to increase in size while only 28% of the master's departments anticipated future Few departments expected their programs to shrink, although more of the master's-only departments anticipated such declines.

#### **PHDs**

The number of physics PhDs conferred fell slightly for the second consecutive year (see Figure 8). The class of 1996 totaled 1,438 degrees, down 3% from the recent high two years ago. This anticipated downturn follows 15 years of steady growth in the number of doctorates conferred. The majority of that growth resulted from an increase in the number of foreign students (mostly Chinese) enrolling in US physics doctorate programs (see Figure 5). Forty-eight percent of this year's doctorates were granted to foreign citizens (counting both permanent residents and those with temporary visas), a proportion that has been relatively stable for the last four years.





WOMEN AND MINORITIES

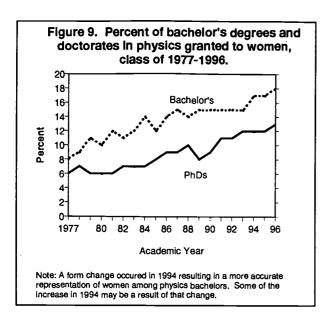
The proportion of women earning degrees in physics continues to slowly increase (see Figure 9). Although still less than other scientific disciplines, the percentage of women

at both the bachelor's and doctorate levels has more than doubled during the past two decades. During the last three years, the proportion of women entering doctoral-departments as first-year students has remained stable at 17% with foreign women accounting for about half of these enrollments.

The representation of minorities among the physics degree recipient populations has not changed in recent years (see Table 4). Hispanic and African-American students continue to be underrepresented, Asian-Americans overrepresented, at all degree Bachelor's and master's degrees granted to African-Americans are concentrated at a limited number of departments. Sixty-six percent of the bachelor's degrees and 46% of the master's awarded to African-Americans in the class of 1996 were conferred at one of the nation's 33 historically black colleges and universities that offer at least a bachelor's in physics.

| Table 4. Number and percent of physics degrees granted to US citizens by minority / ethnic group status, class of 1996. |        |   |        |            |        |         |
|---|--------|---|--------|------------|--------|---------|
|   | Bach   | Terminal/Professional Bachelor's Master's |        | Doctorates |        |         |
| Ethnic group  | Number | Percent                                   | Number | Percent    | Number | Percent |
| White   | 3288   | 86  | 533    | 89         | 674    | 90      |
| African-American  | 211    | 6   | 26     | 4          | .9     | 1       |
| Asian-American  | 166    | 4   | 14     | 2          | 40     | 5       |
| Hispanic  | 96     | 2   | 16     | 3          | 17     | 2       |
| Other   | 82     | 2   | 13     | 2          | 15     | 2       |
| Total US Citizens   | 3843   | 100%                                      | 602    | 100%       | 755    | 100%    |





| Table 5. Number of degree-granting astronomy departments by highest astronomy degree offered, academic year 1996-97. |                       |                       |       |  |  |
|--|-----------------------|-----------------------|-------|--|--|
| Department<br>type   | Combined with physics | Separate<br>Astronomy | Total |  |  |
| PhD-<br>granting   | 13                    | 29                    | 42    |  |  |
| Master's-<br>granting  | 2                     | 2                     | 4     |  |  |
| Bachelor's-<br>granting  | 21                    | 5                     | 26    |  |  |
| Total  | 36                    | 36                    | 72    |  |  |

#### **ASTRONOMY**

The 72 degree-granting astronomy departments fall into two distinct groups: half are stand-alone departments devoted strictly to astronomy and half are administered in combination with a physics department (see **Table 5**). The separate astronomy departments are commonly found at larger research universities, with the majority offering astronomy degrees up to the doctorate level. It should be noted that students can receive degrees in astrophysics from physics departments as well as from combined or

stand-alone astronomy departments. The degree data given in this section pertain only to the latter. Astrophysics degrees granted by the physics departments are included in the physics degree totals presented earlier.

Approximately 156,000 students took an introductory astronomy course at a degree-granting physics or astronomy department during the 1995-96 academic year (see **Table 6**). Consistent with past years, two-thirds of these enrollments were at departments where an astronomy major was not available.

| Table 6. Introductory astronomy course enrollments by department type, academic year 1995-96. |                         |                       |                       |         |  |
|---|-------------------------|-----------------------|-----------------------|---------|--|
|   | Bachelor's-<br>granting | Master's-<br>granting | Doctoral-<br>granting | Total   |  |
| Astronomy & combined departments  | 8,506                   | 2,500                 | 39,600                | 50,600  |  |
| Physics departments   | 43,800                  | 21,800                | 39,800                | 105,400 |  |
| Total   | 52,300                  | 24,300                | 79,400                | 156,000 |  |

Note: Table only includes enrollments at degree-granting physics and astronomy departments.



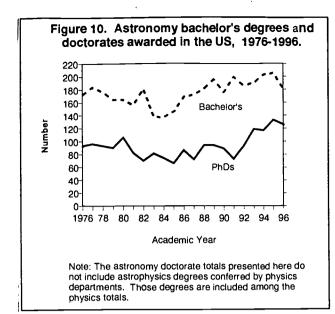


Table 7. Percent of women and foreign citizens among recent astronomy degree recipients, class of 1996. Foreign\* Women % % Degree Bachelor's 38 4 15 Professional/ 41 Terminal Master's **PhDs** 24 22

Although the number of astronomy degrees conferred at both the bachelor's and doctorate level fell slightly in 1995-96 compared to the previous academic year, the overall number of students receiving these degrees has risen in recent years (see **Figure 10**). The astronomy class of 1995-96 consisted of 181 Bachelor's degrees, 44 Terminal/Professional Master's

degrees and 126 Doctorates. Characteristics of astronomy degree recipients continue to differ from their physics counterparts - women have a higher representation and non US-citizens a lower representation than among the physics degree recipients (see **Table 7**). **Appendix A1** presents ten years of astronomy data at both the undergraduate and graduate levels.

#### **APPENDIX**

| Table A1. Trend in astronomy enrollments* and degrees, academic years 1986 to 1997. |                                     |                  |  |      |         |  |          |       |
|---|-------------------------------------|------------------|--|------|---------|--|----------|-------|
|   | Number of astronomy degrees granted |                  | Undergraduate astronom Number of astronomy degrees granted major enrollments |      | •       | Graduate astronomy student enrollments |          |       |
| Acade <b>m</b> ic<br>year   | Bachelor's                          | Master's enroute | Ter <b>m</b> inal<br>Master's  | PhDs | Juniors | Seniors                                | 1st year | Total |
| 1986-87   | 172                                 | 37               | 44   | 72   | 268     | 255                                    | 173      | 755   |
| 1987-88   | 181                                 | 49               | 26   | 94   | 250     | 285                                    | 171      | 731   |
| 1988-89   | 196                                 | 71               | 22   | 94   | 213     | 275                                    | 169      | 780   |
| 1989-90   | 176                                 | 75               | 19   | 89   | 223     | 236                                    | 186      | 842   |
| 1990-91   | 200                                 | 65               | 25   | 73   | 312     | 284                                    | 226      | 914   |
| 1991-92   | 186                                 | 80               | 31   | 93   | 290     | 331                                    | 175      | 935   |
| 1992-93   | 190                                 | 46               | 56**   | 119  | 337     | 348                                    | 173      | 939   |
| 1993-94   | 203                                 | 73               | 34   | 117  | 257     | 388                                    | 180      | 901   |
| 1994-95   | 205                                 | 72               | 43   | 133  | 269     | 351                                    | 165      | 905   |
| 1995-96   | 181                                 | 55               | 44   | 126  | 272     | 361                                    | 149      | 874   |
| 1996-97   |                                     |                  |  |      | 265     | 332                                    | 155      | 837   |

Includes part-time students.

<sup>\*</sup> Foreign citizens include individuals with permanent residents status as well as those with temporary visas.

<sup>\*\*</sup> Thirty-four Master's came from the Arizona Summer Science Institute for science teachers at the University of Arizona.

| Table A2. Trend in physics enrollments* and degrees, academic years 1986 to 1997. |                                   |                     |       |   |         |                                     |       |
|---|-----------------------------------|---------------------|-------|---|---------|-------------------------------------|-------|
| Academic<br>y <b>e</b> ar   | Number of physics degrees granted |                     |       | Undergraduate physics major enrollments |         | Graduate physics studer enrollments |       |
|   | Bachelor's                        | Total<br>Master's** | PhDs  | Juniors                                 | Seniors | 1st<br>year                         | Total |
| 1986-87   | 5011                              | 1596                | 1105  | 6592                                    | 7054    | 3162                                | 12616 |
| 1987-88   | 4937                              | 1733                | 1150  | 6412                                    | 7017    | 3274                                | 13143 |
| 1988-89   | 5033                              | 1781                | 1112  | 6390                                    | 7116    | 3132                                | 13361 |
| 1989-90   | 4898                              | 1857                | 1183  | 6313                                    | 7131    | 3059                                | 13708 |
| 1990-91   | 4950                              | 1718                | 1264  | 6445                                    | 7115    | 3278                                | 14065 |
| 1991-92   | 4770                              | 1918 ·              | 1346  | 6435                                    | 7268    | 3306                                | 14534 |
| 1992-93   | 4800                              | 1797                | 1369  | 6287                                    | 7297    | 3090                                | 14430 |
| 1993-94   | 4615                              | 1899                | 1481  | 6146                                    | 7289    | 2902                                | 14201 |
| 1994-95   | 4263                              | 1710                | 1461  | 5620                                    | 6836    | 2604                                | 13285 |
| 1995-96   | 4156                              | .1614               | 1438  | 5335                                    | 6489    | 2462                                | 12596 |
| 1996-97   |                                   |                     | . ,50 | 5057                                    | 6116    | 2404                                | 11786 |

Includes part-time students
 Includes both Terminal / Professional Master's and Master's enroute.

|                  | Number o   | Number of physics degrees granted |                |                    | ate physics<br>rollments | Graduate physics<br>student enrollments |        |
|------------------|------------|-----------------------------------|----------------|--------------------|--------------------------|---|--------|
| Academic<br>year | Bachelor's | Total<br>Master's**               | P <b>h</b> Ds  | Juniors            | Senior                   | 1st year                                | Totals |
|                  |            |                                   | Doctorate-gra  | nting institutions |                          |   |        |
| 1990-91          | 2376       | 1414                              | 1264           | 3082               | 3694                     | 2782                                    | 12700  |
| 1991-92          | 2261       | 1530                              | 1346           | 3057               | 3729                     | 2831                                    | 13118  |
| 1992-93          | 2253       | 1463                              | 1369           | 3038               | 3845                     | 2688                                    | 13222  |
| 1993-94          | 2203       | 1554                              | 1481           | 2920               | 3729                     | 2509                                    | 13042  |
| 1994-95          | 2009       | 1390                              | 1461           | 2648               | 3453                     | 2209                                    | 12173  |
| 1995-96          | 1918       | 1299                              | 1438           | 2461               | 3344                     | 2117                                    | 11545  |
| 1996-97          |            |                                   |                | 2200               | 3133                     | 2074                                    | 10900  |
|                  |            |                                   | Master's-gran  | nting institutions | · · · · ·                |   |        |
| 1990-91          | 541        | 304                               |                | 800                | 956                      | 496                                     | 1365   |
| 1991-92          | 525        | 388                               |                | 802                | 938                      | 475                                     | 1416   |
| 1992-93          | 448        | 334                               |                | 719                | 887                      | 405                                     | 1208   |
| 1993-94          | 475        | 345                               |                | 696                | 930                      | 393                                     | 1159   |
| 1994-95          | 420        | · 320                             |                | 610                | 813                      | 395                                     | 1113   |
| 1995-96          | 376        | 315                               |                | 556                | 703                      | 345                                     | 1047   |
| 1996-97          |            |                                   |                | 530                | 667                      | 330                                     | 886    |
|                  |            |                                   | Bachelor's-gra | anting institution |                          |   |        |
| 1990-91          | 2033       |                                   |                | 2563               | 2470                     |   |        |
| 1991-92          | 1984       |                                   |                | 2576               | 2601                     |   |        |
| 1992-93          | 2099       |                                   |                | 2530               | 2565                     |   |        |
| 1993-94          | 1937       |                                   |                | 2530               | 2630                     |   |        |
| 1994-95          | 1834       |                                   |                | 2362               | 2570                     |   |        |
| 1995-96          | 1862       |                                   |                | 2318               | 2442                     |   |        |
| 1996-97          |            |                                   |                | 2327               | 2316                     |   |        |



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<sup>\*</sup> Includes part-time students
\*\* Includes both Professional / Terminal Master's and Master's Enroute.



## U.S. DEPARTMENT OF EDUCATION

Office of Educational Research and Improvement (OERI) Educational Resources Information Center (ERIC)



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